

APRIL/MAY 2024

**23PECM15B — STRATEGIC HUMAN
RESOURCE MANAGEMENT**

Time : Three hours

Maximum : 75 marks

SECTION A — (10 × 2 = 20 marks)

Answer ALL questions.

1. Define SHRM.
2. State the meaning of HR Audit.
3. Explain the strategic framework for HRM and HRD.
4. Write a short note on benchmarking.
5. Define competency.
6. Write a short note on emotional intelligence.
7. Define Recruitment.
8. What is performance appraisal?
9. Write a short note on "Outsourcing".
10. State the meaning of "HCM".



SECTION B — (5 × 5 = 25 marks)

Answer ALL questions.

11. (a) Highlight the importance of Strategic Human Resource Management.

Or

- (b) Explain the recent trends in HRD.

12. (a) What are the objectives of HR Planning?

Or

- (b) Explain the various approaches to SHRM.

13. (a) Explain the different techniques of human resource evaluation.

Or

- (b) Elaborate the implementation of HR Strategies.

14. (a) Enumerate the factors influencing compensation.

Or

- (b) Explain the barriers of HR policies.

15. (a) Explain the different characteristics of competency.

Or

- (b) Give brief note on factors to influence Employee Engagement.

SECTION C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain the types of HR Strategies.

17. Explain the process of linking business strategies to HR strategies.

18. Explain the human resource evaluating strategic contribution of emerging areas in details.

19. Explain the different types of equity based compensation.

20. Explain the various methods of competency mapping.

